

C/AS       DC/AS       C/P&TB       C/Reg       C/Logs       **CONFIDENTIAL****CONFIDENTIAL 291100Z SEP 82 STAFF****CITE FBIS/ABIDJAN 28392****TO: FBIS.****SUBJECT: FSN CLASSIFICATION SYSTEM**

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1. THE EMBASSY PERSONNEL OFFICER AND I HAD A LENGTHY DISCUSSION ON THE 24TH CONCERNING FBIS WITHDRAWAL FROM STATE POSITION CLASSIFICATION SYSTEM. SHE IS JUST BACK FROM R&R, AND WAS NOT AWARE THAT WE WERE PLANNING TO WITHDRAW UNTIL SHE RETURNED TO ABIDJAN.

2. HER IMPRESSION WAS THAT WE WERE WITHDRAWING FROM THE ENTIRE RANGE OF EMBASSY ADMINISTRATIVE SERVICES--B&F, GSO, AND ADMIN SUPPORT INCLUDING PAYROLL, LIAISON WITH [REDACTED] ETC. I ASSURED HER THAT THIS IS NOT THE CASE.

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3. THE EMBASSY HERE HAS NOT IMPLEMENTED THE STATE SYSTEM, AND IS NOT LIKELY TO DO SO ANYTIME SOON. I EXPLAINED THE PLANNED FBIS SYSTEM, INCLUDING PMCD'S ROLE IN JOB CLASSIFICATION. THE PERSONNEL OFFICER SAID SHE WAS IMPRESSED WITH THE CARE WE HAVE PUT INTO PLANNING THE SYSTEM, AND SAID IT SEEMED SENSIBLE TO HER THAT AN AGENCY SUCH AS OURS SHOULD HAVE AN INDEPENDENT SYSTEM AS LONG AS IT REALLY IS A UNIFIED SYSTEM AND IS NOT ALLOWED TO DRIFT INTO A HODGE-PODGE WITH WIDE DISPARITIES IN GRADE STRUCTURE FROM ONE BUREAU TO ANOTHER. I SAID THIS IS ONE OF THE THINGS WE ARE TRYING TO AVOID BY ESTABLISHING A CENTRAL SYSTEM.

4. SHE ASKED ABOUT SALARY LEVELS IN OUR SYSTEM. I ASSURED HER THAT WE DO NOT PLAN TO DEVELOP WIDELY DIFFERENT WAGE SCALES FROM THOSE USED BY EMBASSIES WITHOUT VERY GOOD REASON, AND THAT I BELIEVE THE FBIS SCALE FOR ABIDJAN WILL CLOSELY PARALLEL THE EMBASSY SCALE. SHE SAID "IN THAT CASE WE HAVE NO PROBLEM." SHE FORESEES NO PROBLEMS WITH CONTINUING EMBASSY SUPPORT FOR FBIS'S ADMINISTRATION OF FSN'S.

5. THE DISCUSSION WAS ENTIRELY AMICABLE. THE PERSONNEL

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WITH THE STATE SYSTEM, WHICH SHE DOES NOT THINK IS WORKABLE ACROSS  
THE BOARD FOR ANY AGENCY. I FEEL REASONABLY SURE THAT SHE WILL BE  
HELPFUL AND COOPERATIVE AS WE MOVE INTO IMPLEMENTATION OF OUR OWN  
SYSTEM. DECL OADR BY  ALL CONFIDENTIAL.  
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